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TIMBER MANAGEMENT IN TEXAS

A recent inspection in Texas confirmed my belief that nowhere in the Region is there any more interest on the part of National Forest officers in timber growing than in the Lone Star State. The Texas Forest recognizes that custodianship does not stop with fire protection and has gone far along the lines of a program planned to secure reproduction and grow trees without being content to wait for it to happen.

Sometime in September or early October 1935, the Boykin Springs area in the southern end of the Angelina Unit was light burned, later on being fenced with hog-proof wire and the hogs eliminated. Bishop and Jared showed the integrating inspectors and me the area in early December, two years after the light burning and the seed fall. There is a fine stand of longleaf pine seedlings on thousands of acres. In many cases the area is well stocked three or four hundred feet from a single seed tree, and a high percentage of these seedlings have already attained the bud stage with an occasional seedling indicating height growth.

Not all of the comparable longleaf site on the Angelina was burned and not all of it was fenced, but the contrast between the burned and fenced area and the unfenced and unburned area is a strong one indeed since the second areas have little reproduction and most of it is in the grass stage; where buds exist, they are very small.

Ranger Jared has been experimenting with small scale light burning of these reproduction areas and found that a 1936 light burn completely killed the one-year old seedlings. It is too early

to tell what a light burn does to the two-year seedlings, although it has already been attempted. The results of this experiment do not necessarily prove that light burning can be advantageously applied to the longleaf pine throughout its range, but it does prove that there are cases where the Forest Officer can do much to aid nature aside from the elimination of fire; and it also proves that the Texas organization is willing to try most anything once.

-- A. C. Shaw, Assistant Regional Forester

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GOGGLES AS A SAFETY MEASURE

"No One Enters This Plant Without Goggles" is the title of an article in the March Issue of the magazine Factory Management and Maintenance. The editor says:

"It's a hard and fast rule. One that gets results. The Pullman Company has spent \$25,000 in two years to reduce eye injuries, and has saved \$116,000. Of course, you haven't 25,000 employees and Pullman has. But percentages hold, and \$1,160 profit, say, on an outlay of \$250 is not so bad."

The writer, who is Safety Director for The Pullman Company, says: "In eleven years only one employee of The Pullman Company has suffered a disabling eye injury. By comparison with the records of employers whose operations are comparable with ours.....we should be losing ten or twelve eyes a year."

To say the least, 364 percent profit and twenty eyes saved in two years with no complete loss of sight to any employee are a real profit to the employer and of greater importance to the employees. These profits have been realized through a mandatory rule that goggles be worn in the plant universally by all employees, including executives.

-- Donald E. Clark, Regional Office

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THINGS WHICH IRRITATE

(We agree with Personnel Officer Riebold that small grievances lead to big personnel difficulties. Here are some to watch for, adapted from "How to Handle Grievances" by Glenn Gardiner, Elliott Service Company.)

1. Unexplained pay shortages.
2. Complicated wage payment systems.
3. Unguarded work hazards.
4. Giving orders without giving reasons.
5. Loss of earnings resulting from bad tools and machines out of order.

6. Favoritism.
7. Relatives working under a foreman.
8. Poor planning which interrupts and cuts earnings.
9. Unequal distribution of overtime.
10. Withholding credit.
11. Blaming workers unfairly.
12. Ignoring complaints.
13. Surly, hard-boiled or rough supervision.
14. Lack of human sympathetic interest in workers.
15. Bowling out workers before others.
16. Breaking promises.
17. Uncomfortable and unhealthy working conditions.
18. Unequal pay for equal service.
19. Lay-offs without notice.
20. Inadequate instructions leading to mistakes.
21. Use of threats.
22. Taking undue advantage of a worker's need for his job.
23. Stealing credit for a worker's ideas.
24. Ignoring or repelling suggestions.
25. Setting up too many rules and regulations.
26. Uncongenial fellow workers.
27. Putting men on jobs for which they are not fitted.
28. Penalizing workers for conditions beyond their control.
29. Failure to promote from within.
30. "High-hat" foremanship.

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THE MAN ST. PETER LIKED

No man who plants a tree can be wholly bad. Whoever he is, he has been host to the future in good faith. He is for Mankind. So, I think he will go to his Heaven wherever that is.

This man who plants a tree is the man who makes all the difference to tomorrow between the shiftless, hopeless town or home and the shaded, fruitful village and the happy home. Trees planted or trees saved are the best proofs we have that man is not vile...nor wholly selfish.

Thirty years ago, my uncle planted a group of firs at Taliesin. They are now fifty feet tall -- a mass of deep green, summer and winter. I look at them and take my hat off to him. They prove him to have been a man of quality...so much better than any headstone or any tale of his deeds.

As for "Heaven" I am sure Saint Peter at the Gate asks: "Did the man plant a tree?" "Yes, your reverence." "Did the tree live?" "Yes, your holy eminence." A pause..."Ah," says the venerable Saint. "I had almost forgotten." And he would add another question -- "Did he plant the tree in a good place?" "Yes, your worship." "Then open the gate wide! Let the man come in and go where he pleases."

Were the answer "No" to the first question -- "did the man plant a tree" -- St. Peter would stand the man aside...outside... under suspicion...something must be wrong with him. Were the answer "No" to the second question -- "did the tree live" -- St. Peter would say: "Too bad -- good impulses but improvident...let the man sit down just inside the Gate...we will consider him. He probably neglected to water the tree." Were the answer "No" to the last question -- "did the man plant the tree in the right place" -- St. Peter would sadly shake his wise old head and say "Never mind! Few do -- it is enough that you now know you planted the tree in the wrong place." And the saintly gatekeeper would smile additional welcome.

Whoever plants a tree takes out insurance against Hell.
Nature will take care of him.
He is her own Son.

-- Frank Lloyd Wright (In "Coronet")

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FOREST FIRE LAW ENFORCEMENT IN TEXAS

In a concerted effort to build local support for a more aggressive campaign of fire law enforcement, the Texas Forest Service conceived the following plan which might well be emulated by other organizations where incendiaryism is a problem.

During the past few months special attention has been given to fire law prevention educational work in Jasper and Newton Counties, the "hot spot" of incendiaryism in east Texas. Early in February, Chief of Forest Protection W. E. White spent a week calling on law officers, civic clubs, chambers of commerce, and key citizens in those counties, concluding the campaign with a meeting on February 11 at the Jasper CCC camp. Messrs. Siecke, Bishop, and White spoke on the incendiary fire problem facing the State in that area, after which District Judge Adams made a strong plea for support of the fire prevention program and fire law enforcement. Active cooperation was pledged by 25 county judges, sheriffs, deputies, county attorneys, and justices of the peace who attended the meeting. A similar campaign is planned for Tyler and Polk Counties.

In addition to Law Enforcement Officer Jeff O'Quinn, who holds a Texas Ranger appointment, Mr. Siecke has recently employed the former sheriff of Newton County to assist in the law enforcement work of the Texas Forest Service. Since January 20, O'Quinn and his assistant have made approximately 22 arrests in Jasper and Newton Counties and a gratifying number of convictions have resulted. Six years ago not even one conviction could have been obtained out of 20 arrests, Mr. Siecke reports. During the calendar year 1937, 51 cases of incendiaryism were investigated in the State and convictions obtained against 35 wood burners.

"Arbitrary forest fire law enforcement is not the final answer," says Mr. Siecke. "Our efforts are now needed to be supplemented by efforts of key citizens and groups in personally contacting the citizens who are still careless with fire, and to treat them as undesirable citizens if they persist in their careless or malicious policy."

-- Lillian B. King, Div. of State &
Private Forestry

THE FOREST FIRES FIGHTERS

The wind sweeps off the spire-like peak,
And is whirling the cinders high:
While down in the stifling, deadly reek,
We struggle, and all but die.

We have felled the trees in the fire's path,
Till our hands are bleeding and sore;
But always it speeds, with a hiss of wrath,
And leaps the barrier o'er.

We have fought it back, with blaze 'gainst blaze,
And yet has the foe slipped past;
But slowly we yield, in the choking haze,
Till the victory's won at last.

Small pay do we get, and thanks are gruff,
When we've fought the foe to his knees;
But, after all, the reward's enough,
When we hear the wind in the trees.

-- Arthur Chapman (Rocky Mountain Region Bulletin)

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RESEARCH FELLOWSHIP

The School of Forestry of the University of Idaho announces one research fellowship open to Bachelors of Science in Forestry interested in obtaining a degree of Master of Science or Master of Science in Forestry. The fellowship carries a stipend of \$600, and begins September 15, 1938. A maximum of twelve hours per week may be required for general assistance in the School of Forestry, but the major portion of the time of the fellow will be given to research work. Applicants should address the Dean of the School of Forestry, Moscow, Idaho, not later than March 25, 1938. Each application should include the following data:

1. Personal information, including age, nationality, place of birth, marital status, and a small photograph.
2. Institutions attended, together with year of graduation and degrees received.
3. Research work, laboratory assistance, or field experience.
4. Languages of which the applicant has a reading knowledge.
5. Bulletin describing the curriculum and courses which the applicant has taken.
6. The applicant should request the registrar of the institution last attended to send an official transcript of the applicant's academic record.
7. Letters of recommendation should be sent directly by four persons who are in a position to have knowledge of the applicant's scholastic attainment, research ability, field experience, and personal character.

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CCC MEETING IN REGIONAL OFFICE

A meeting arranged by Burton M. Graham, Liaison Officer, CCC, Fourth Corps Area, was held in the Regional Office in Atlanta on February 23 for a discussion of repair and maintenance of automotive equipment, and review of a general repair policy for the Fourth Corps Area, which was recently approved by the Director, CCC, upon the request of representatives of the Departments of Interior, Agriculture, and the War Department.

Roy S. Richardson, Chief Liaison Officer, CCC, from Washington presided and the following services were represented: Army - Major E. O. Sandlin, CCC Executive, Fourth Corps Area; Major John A. Nelson, Asst. Quartermaster, Fourth Corps Area; Forest Service - A. W. Hartman, Regional CCC Officer; Rezin E. Pidgeon, Asst. Regional Forester; National Park Service - H. K. Roberts, Asst. Regional Director, Richmond, Va.; Bureau of Biological Survey - S. F. Ulmer, Administrative Assistant, Atlanta; Soil Conservation Service - Alva B. Gross, Regional Administrator, Spartanburg, S. C.; A. T. Easton, Regional Administrator, Dayton, Ohio; E. T. Nagle, Regional Administrator, Fort Worth, Texas; Office of Director, CCC - Neil McLarin Coney, Inspector CCC, Savannah, Ga.; Liaison Officer, CCC, Fourth Corps Area - Burton M. Graham, Atlanta.

The plan was thoroughly examined in a "round table" exchange of ideas concerning the consolidation and correlation of repair facilities for the accomplishment of which a system of zone shops to service all CCC heavy equipment in the Fourth Corps Area is to be put into operation in the near future.

-- Mary G. Collette, Regional Office

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NO CIVIL SERVICE EXAMINATIONS THIS SPRING FOR
JUNIOR FORESTER AND FOR JUNIOR RANGE EXAMINER

According to a recent release from the Society of American Foresters, the U. S. Civil Service Commission will not hold examinations in 1938 for Junior Forester and Junior Range Examiner.

Announcement to that effect was recently received by Dean Samuel T. Dana, representing the Committee on Civil Service Examinations of the Society of American Foresters, from L. A. Moyer, Chief Examiner, U. S. Civil Service Commission. Mr. Moyer wrote:

"The examination for Junior Forester held last year resulted in a register of over 500 names. Two appointments have been made and the rest of that register is apparently available. The Junior Range Examiner examination resulted in several hundred eligibles, of whom 21 have been appointed. In view of the congested condition of the Commission's work, particularly in the technical and scientific lines, it does not seem feasible to the Commission to announce either of these examinations in 1938. The needs of the service can evidently be adequately taken care of with the existing registers and these registers are less than one year old."

EXTENSION OF TIME ON NAVAL STORES CONSERVATION PROGRAM

An extension of time to April 16 has been granted cooperators under the 1938 NSCP for removing cups and gutters from trees and otherwise cleaning up the operation. Because of the probability that the AAA will make loans to turpentine producers this year, and the loan will be available only to those participating in the Naval Stores Conservation Program, a larger number of operators may want to come into the program the last two weeks in March and would not have time to remove cups and gutters by the first of April. WORK SHEETS MUST BE FILED BY APRIL 2, AS ORIGINALLY PROVIDED.

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FORESTRY STUDENTS VISIT REGIONAL OFFICE

Gordon Marckworth, director of the University of Georgia's School of Forestry, brought fifty of his senior students to the Regional office on February 28, where they spent the day learning about the work of the Forest Service.

In the opening address of the day's program, Mr. Kircher explained the organization from the Chief's office to the ranger district, and representatives of the divisions discussed their respective fields. The students were very attentive and evidenced real interest in the various subjects presented.

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TAKE YOUR PEN IN HAND

When the field was informed that routine monthly reports need no longer be submitted for the Dixie Ranger, it was not intended to convey the idea that this material was no longer needed. The intention was to discontinue a mere routine report for the first of each month and instead to submit at any time all items of interest for publication. While the size of the Dixie Ranger was limited, it is still in need of good, live material. Its purpose in life is to keep the Forest Service personnel informed about Region 8 activities--new ideas and developments. An analysis of the source of items appearing in the last two issues reveals the fact that only one Forest (an orchid to you, Cherokee) submitted a contribution.

The Dixie Ranger represents 11 States and 13 National Forests and, in a territory like this, there must be constant happenings of interest to somebody somewhere. But we can't print them if we don't hear about them. If you discover a new way for doing something on your Forest, let us tell the others about it; some of them might be experimenting with the same thing. No matter what your position is, you will at some time know of something which will interest others, and it may be important to some of them. Personal news and human interest stories help to maintain the family spirit in the Service, and so don't think that only the big things count. We believe that each Forest every month has something worth "cussin' and discussin'" and that you are not doing your part unless you send in your items.

- - The Editor

NOTES FROM THE CHEROKEE

The Supervisor attended a meeting at Knoxville, February 23 and 24, of representatives of Federal, State and private interests, which resulted in the formation of the Southern Highlands Recreation Committee to advance the use of the southern Appalachian area for recreation on a nation wide scale.

On February 12, 1938, two of the captive female wildboar at the Pheasant Field rearing pens gave birth to six pigs each. Of the twelve, one was black and white, while the remaining eleven wore the lengthwise striped coat typical of the young of this species.

Recently the Hiwassee district has made a survey of all high tops in an effort to select secondary lookout points for use during times of low visibility. These points are to replace the old emergency patrol routes. Spur telephone lines have been built or are under construction to seven of these points, and it is planned to equip an eighth point with an SPF radio set. This system of detection will be much more effective than the old patrol system. Crows nests are to be built in trees on several of the points while on other points timber towers of temporary nature will be constructed. These points are to be manned by CCC enrollees during times of low visibility.

-- P.F.W. Prater, Forest Supervisor

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DO YOU KNOW

That Region 8 has the distinction of being the only region to plant trees every month in the year? How come? Well, the Caribbean begins planting in January and extends the season throughout the summer months. Planting in the Coastal Plains begins in November, which is followed by the Appalachian Forests in March and April. During the calendar year 1937, 55,450 acres and 57,290,000 trees were planted and seeded in Region 8, making a total and net planted and seeded to date of 131,867 and 122,122 acres respectively.

-- Rachel Lincoln, Div. of Timber Management

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SIDE GLANCES

Copies of the following telegrams received in the Regional Office add considerable interest to the study of mankind...and his helpmate:

March 3 PM 3:50

WILL ACCEPT EMPLOYMENT CAN REPORT ANY TIME
Signed - John Doe

March 4 AM 9:06

SORRY WIFE ANSWERED YOUR TELEGRAM DURING MY ABSENCE STOP WILL
NOT ACCEPT

Signed - John Doe

PERSONNEL CHANGES

Jacob E. Tipton has been reinstated as Jr. Civil Engineer and assigned to the Cherokee.

Jr. Forester John E. Keefus has been transferred from the Mississippi Forests to TVA.

John S. Abbey, Jr., Under Clerk-Typist of the Kisatchie and Cora B. Simmons, Telephone Operator of the Pisgah have been appointed recently.

Jr. Foresters Wm. C. Aiken of the Cherokee and Claude J. Price of Florida State were transferred to the Soil Conservation Service early in February.

Resignations have been received from Jr. Asst. to Technician Harrison F. Link of the Ouachita, Ranger W. A. Garber of the Francis Marion District of the South Carolina, Jr. Asst. to Technician Arnold B. Dalton of the Pisgah, and John H. Winter of the Division of Engineering.

Jr. Foreman James L. Potts of the Nantahala and Asst. to Technician Wm. H. McBrady of the Texas have been furloughed.

The services of Asst. Abstractor Janie Price of the Texas have been terminated.

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LIBRARY LINES

Books in Library - available to Regional Office and Field Staff

Brown, V.J., and Conner, C.N. Low cost roads and bridges. Chicago, Ill., Gillette publishing co., /c1933/ 544p., illus. 238 B81

Deschin, Jacob. New ways in photography: ideas for the amateur. N.Y., Whittlesey house, /c1936/ 307p., illus. 332 D45

Drury, H.B. Scientific management; a history and criticism. 3rd ed., rev. N.Y., Columbia university, 1922. 271p., tables. 249 D84

Felweiler, A.D. Theory and practice of forest fire protection in the United States. St. Louis, John S. Swift co., 1937. 163p., illus., processed. 99.51 F737

Speller, F.N. Corrosion: causes and prevention; an engineering problem. 2d ed. N.Y., McGraw-Hill, 1935. 694p., illus. 291 Sp3

Thornborough, Laura. The Great Smoky mountains. N.Y., Crowell, 1937. 147p., illus. 98.7 G81

Welch, P.S. Limnology. 1st ed. N.Y., McGraw-Hill, 1935. 471p., illus., / 416 W44

Wilson, E.B. Getting things done in business. 1st ed. N.Y., McGraw-Hill, 1937. 267p., 249.3 W693

Wright, C.A. Telephone communication with particular application to medium frequency alternating currents and electromotive forces. N. Y., McGraw-Hill, 1925. 515p., illus. 335 W93

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THE LOOKOUT

Regional Forester Kircher spent several days in South Carolina the first of the month and spoke at the College of Charleston on March 8.

Mr. Kircher and Mr. Shaw attended the annual Investigative Meeting of the Appalachian Experiment Station held in Asheville on March 14 and 15.

Game Technician Schilling has visited the Ouachita, Ozark, and Kisatchie Forests during March.

G. H. Lentz has been elected Chairman of the Southeastern Section of American Foresters; T. A. Liefeld of the Southern Station, vice-chairman, and D. J. Weddell of Auburn, Alabama, secretary-treasurer.

Among those attending conferences in the Division of State and Private Forestry during the past month were A. B. Hastings, S & PF, Washington; A. G. Simson, Radio Engineer, R-6; W. F. Squibb, Asst. Radio Engineer, R-7; W. M. Oettmeier, Fargo, Ga.; Roy S. Richardson, Washington; Wyatt Foster, Chamber of Commerce, Rome, Ga.; State Foresters Fred Merrill (Miss.), Frank Heyward (Ga.), and H. A. Smith (S.C.); Jay Ward, S & PF, Washington; Russell Franklin, H. D. Story, and H. C. Carruth, Georgia Forest Service; J. J. Goulden, TVA, Knoxville; Wm. X. Hull and Mr. Jamison of the Soil Conservation Service, Washington; Nelson C. Brown, S & PF, Washington.

Miss Marian Field of the CCC Division in the Regional Office was married on February 2 to Mr. Stewart L. Crofts of Cleveland, Ohio. Mr. and Mrs. Crofts spent the month of February in New York and Cleveland and came through Atlanta early this month on their way for a visit to Florida.

Professor Nelson C. Brown of the New York College of Forestry, Syracuse, N. Y., was a recent visitor to the Atlanta office. Prof. Brown, who has recently returned from a tour of Europe, is on leave to the Forest Service and will spend six months making a survey of forestry conditions in the South.

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A NEW CONSERVATION

Woodsman, Woodsman, spare that tree...
It may be another Charlie McCarthy.

-- Daily Contact, Region Nine

